

NATIONAL RECOVERY ADMINISTRATION

PROPOSED CODE OF FAIR COMPETITION

FOR THE

CAST PHENOLIC RESIN
INDUSTRY

AS SUBMITTED ON AUGUST 26, 1933



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DOCUMENTS DEPT.

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U.S. DEPOSITORY

The Code for the Cast Phenolic Resin Industry
in its present form merely reflects the proposal of the above-mentioned
industry, and *none of the provisions contained therein are*
to be regarded as having received the approval of
the National Recovery Administration
as applying to this industry

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1933



SUBMITTED BY

CAST PHENOLIC RESIN MANUFACTURERS ASSOCIATION

CODE OF FAIR COMPETITION FOR THE CAST PHENOLIC RESIN INDUSTRY

This application is made on behalf of the firms or corporations, members of the Cast Phenolic Resin Manufacturers' Association, who have affixed their signatures hereto, engaged in the specialized field of the Cast Phenolic Resin Industry, and which represents eighty-three and one third percent in numbers and seventy-five (75%) percent in production of said industry. All approved at a meeting of the said Association held in the City of New York, the 7th day of August 1933.

To effectuate the policy of Title 1 of the National Industrial Recovery Act, the following provisions are established as a Code of the "Cast Phenolic Resin Industry."

FIRST—DEFINITIONS

As used herein—(a) The term "Cast Phenolic Resin Industry" is defined to mean the manufacture of phenolic resin material through the condensation of Phenol and Formaldehyde and which is cast to form an insoluble product as distinguished from other phenolic or other type of resins or forms of plastics or similar materials which are produced in any other manner.

(b) The term "employer" shall include every person, firm, partnership, and corporation actively engaged in the cast phenolic resin industry as above defined.

(c) The term "effective date" is defined to be the 15th day of August 1933.

(d) The term "employee" as used herein shall include all persons working for wages, and except those employees who serve in executive, administrative, supervisory, sales and/or technical capacities.

SECOND

As required by Section 7 (a) of Title I of the National Industrial Recovery Act, the following provisions are conditions of this Code:

"(a) That employees shall have the right to organize and bargain collectively through representatives of their own choosing, and shall be free from the interference, restraint or coercion of employers of labor, or their agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection;

"(b) That no employee and no one seeking employment shall be required as a condition of employment to join any company union or to refrain from joining, organizing, or assisting a labor organization of his own choosing; and

"(c) That employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment approved or prescribed by the President."

THIRD

(a) On and after the effective date no employer shall operate on a schedule of hours of labor for their employees in excess of an average of forty (40) hours per week in any thirteen-week period, with a maximum of fifty (50) hours in any week.

(b) On and after the effective date the minimum wage that shall be paid by any employer to any employee engaged as a factory or mechanical worker or artisan shall be thirty-two and one half cents per hour, and the minimum wage that shall be paid to any other employee shall be Fifteen (\$15) Dollars per week.

(c) No employer shall reduce the wages of any employee paid on the date hereof which may be in excess of the minimum wage hereby agreed to, notwithstanding that the hours now worked by such employee may be hereby reduced.

(d) On and after the effective date, no employer shall employ any person under sixteen years of age.

FOURTH

(a) With a view of keeping the National Industrial Recovery Act Administration informed as to whether all those engaged in the cast phenolic resin industry are taking appropriate steps to effectuate the declared policy of the National Industrial Recovery Act, and to determine whether or not this Code of Fair Competition is being observed, all employers shall furnish duly certified reports in such form and containing such information as may be required from time to time by the Administration.

(b) The Cast Phenolic Resin Manufacturers' Association is hereby constituted the agency to receive and collect such reports, and to administer and supervise the performance of the provisions of this Code by all employers, and for these purposes the Association shall adopt and promulgate, upon approval of two thirds of the membership of the Association, such rules and regulations as may be appropriate and necessary for the purpose of acting upon and investigating any complaint made to it in violation of the provisions of this Code by any employer.

FIFTH

The provisions of this Code shall not be so interpreted or administered as to eliminate or oppress smaller enterprises, or to discriminate against them, or to promote monopolies, and shall not be availed of for that purpose.

SIXTH

If any employer of the cast phenolic resin industry as herein defined is also engaged in the polishing, machining, and/or fabricating the material, or in any other industry, the provisions of this Code shall apply only to that part of his business which is included in the cast phenolic resin industry as herein defined.

SEVENTH

This Code is intended to be a basic Code, and study of trade practices for the purpose of better promoting the cast phenolic resin industry and to increase employment applicable to all those engaged in the said industry will be continued by the Cast Phenolic Resin Manufacturers' Association, and it is contemplated that from time to time amendments or supplemental provisions to this Code will be submitted for the approval of the President to prevent unfair competition in price and other unfair and destructive competitive practices and to better effectuate the purposes and policies of Title I of the National Industrial Recovery Act consistent with the provisions hereof.

Dated New York, August 7th, 1933.

JEWELIN CORPORATION,
By SAMUEL BAER, *Attorney.*

CRYSTONYX MFG. CO.,
By R. H. MARTIN, *President.*

MARBLLETTE CORP.,
By HERBERT C. KRANZER, *Treasurer.*

CATALAZULI MFG. CO.,
By PETER H. SMITH, *Attorney.*

JOANITE CORP.,
By PETER H. SMITH, *President.*

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